



CHIEF CLINICAL OFFICER
The Center for Health Care Services, San Antonio, TX

Recruitment Services Provided By





An Outstanding Executive Leadership Opportunity

The Center for Health Care Services (CHCS) is seeking a strategic and visionary executive to serve as its first Chief Clinical Officer (CCO). This role offers a rare opportunity to shape the clinical strategy of one of Texas' most impactful community behavioral health organizations and help model the future of integrated behavioral healthcare in one of the nation's fastest-growing regions.

The Chief Clinical Officer will lead clinical transformation across the organization, advancing evidence-based practices, strengthening quality and performance systems, and ensuring exceptional care delivery for thousands of individuals and families served throughout Bexar County.



About Bexar County

The Center for Health Care Services serves Bexar County, the fourth-largest county in Texas and the sixteenth-largest in the country. Bexar County's seat, San Antonio, is the seventh-largest city in the U.S. and is home to over 1.5 million of its 2 million residents. Founded more than 300 years ago, Bexar County has a rich history and tradition, featuring notable sites such as the Bexar County Courthouse, the Alamo, and the other four Missions of San Antonio, a UNESCO-designated World Heritage Site, as well as Casa Navarro and San Pedro Creek Cultural Park, among others.

With an affordable cost of living and a friendly community, it stands out as an outstanding place to live and lead. The home of the Center for Health Care Services offers a unique blend of historic charm, cultural diversity, and contemporary economic growth. Residents enjoy a vibrant culinary and arts scene, family-friendly neighborhoods, and a strong sense of community. Become a Transformational Leader in Community Health in Bexar County.

The Center for Health Care Services

For more than fifty years, The Center for Health Care Services (CHCS) has served as the mental health authority and public safety net for Bexar County, providing treatment programs for women, children, and men experiencing mental illness, substance use disorders, and intellectual and developmental disabilities. With five operational departments that cover the full range of behavioral health and substance use services, CHCS is ready to deliver the most comprehensive wraparound programs available. In FY24 alone, CHCS served 40,000 residents and delivered an estimated 1 million behavioral health services to its community.

The Center for Health Care Services proudly serves as a leader in Mental Health First Aid (MHFA) training throughout Bexar County. Through funding from the State of Texas and local support, the center ensures that key populations have access to this critical education at no cost. In FY24, the Center's MHFA team trained over 2,000 Bexar County residents and visited over 40 schools and universities in the area.

CHCS is dedicated to enhancing community safety, awareness, and engagement in mental health. Since 2017, CHCS has connected individuals in crisis with appropriate care. Law Enforcement Navigation links emergency detention patients in custody to suitable psychiatric facilities. Psychiatric Emergency Services (PES) provide a safe space for individuals needing timely inpatient treatment, easing mental health overcrowding in emergency departments. The Program for Intensive Care Coordination (PICC) collaborates with local police and fire departments to manage complex crises and reduce reliance on emergency services. The Special Multidisciplinary Alternative Response Team (SMART) includes the Bexar County Sheriff's Office, Acadian Ambulance, STRAC, and CHCS for de-escalation, triage, and ongoing support for children facing mental health issues, along with continuous inpatient services.





The Position

Reporting to the Chief Executive Officer, the Chief Clinical Officer is responsible for developing and implementing the organization's clinical strategy and ensuring high-quality, evidence-based care across all service lines. The CCO provides executive leadership over five operational divisions: Adult Behavioral Health Services, Children's Behavioral Health Services, Crisis Care and Recovery Services, Long-Term Care Programs, and Crisis Response and Community Partnerships. The CCO will collaborate with executive leadership to improve clinical outcomes, strengthen care delivery models, and advance CHCS's mission. Key responsibilities include:

- **Delivery of Care:** Lead organization-wide clinical operations by standardizing care delivery, advancing evidence-based and trauma-informed practices, driving continuous improvement initiatives, and overseeing training and development to ensure high-quality, consistent care across all service lines.
- **Quality Assurance:** Establish and promote a comprehensive quality framework aligned with regulatory standards, while communicating clinical outcomes, organizational impact, and performance metrics to internal and external stakeholders.
- **Data Management:** Leverage data analytics and business intelligence to optimize clinical systems, analyze consumer trends, and inform strategic decision-making that enhances program effectiveness and treatment outcomes.
- **Planning and Reporting:** Develop and implement strategic clinical plans, ensuring alignment with organizational goals and providing clear, data-driven reporting to support continuous improvement and accountability.

Ideal Candidate

The ideal candidate will have a proven track record in delivering high-quality, compassionate care to underserved communities and championing a patient-centered, culturally responsive approach to clinical services.

- **Strategic & Analytical Leadership:** Brings a highly developed intellect and systems thinking approach, effectively navigating complex challenges, synthesizing multiple variables, and driving collaborative, solution-oriented decision-making.
- **Transformational Change Leadership:** Serves as a proactive change agent who challenges the status quo, leads organizational transformation, and drives innovation aligned with evolving healthcare and business needs in a thoughtful and compassionate manner.
- **Organizational & Cross-Functional Leadership:** Demonstrates strong executive presence and emotional intelligence, leading diverse teams with a "One Center" mindset while fostering collaboration, alignment, and high performance across the organization.
- **Business & Behavioral Health Acumen:** Possesses a deep understanding of behavioral health systems and strong business insight, quickly mastering new concepts and integrating best practices to advance organizational success.
- **Stakeholder & Community Engagement:** Recognizes and values the role of external partners, effectively positioning the organization and building strong relationships with stakeholders, regulators, and the broader community.
- **Well-Rounded Communicator:** Communicates with clarity, credibility, and influence across all levels, demonstrating strong listening skills and the ability to translate complex concepts into meaningful messages.
- **Emotionally Tough and Resilience:** Exhibits emotional resilience, confidence, self-awareness, and flexibility in high-demand environments, maintaining focus, composure, and impact while navigating challenges and change.





Salary & Benefits

The salary range for the CCO is **\$246,349 to \$311,786**, with placement in the range based on qualifications. CHCS offers a comprehensive executive benefits package that starts at the date of hire. Benefits include medical, dental, and vision coverage, retirement benefits, paid leave, and professional development opportunities.

Qualifications

The following are the requirements for the position. Any combination of education and experience that would likely provide the necessary knowledge, skills, and abilities is qualifying. The following is a typical way to qualify:

Education:

- **Minimum:** Bachelor's degree in healthcare or related field required from an accredited university.
- **Preferred:** Master's degree in Healthcare Administration, Public Health, or Business Administration. State of Texas as a Licensed Professional Counselor (LPC).

Experience: Minimum of 10 years of healthcare leadership experience leading clinical operations or behavioral health programs with a strong record of leading organizational change and quality improvement.

Application & Selection Process

Apply Immediately - The position will remain open until a strong pool of candidates is established. Interested candidates should submit a cover letter and résumé online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Yolanda Miller | yolanda@mosaicpublic.com | (916) 550-4100

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act. Interested candidates are encouraged to contact one of the recruiters below before submitting materials.

The Center for Health Care Services is an Equal Opportunity Employer.

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